

# ASSEMBLY JOINT RESOLUTION

No. 70

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## STATE OF NEW JERSEY

### 219th LEGISLATURE

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INTRODUCED FEBRUARY 3, 2020

**Sponsored by:**

**Assemblyman RONALD S. DANCER**

**District 12 (Burlington, Middlesex, Monmouth and Ocean)**

**Assemblywoman BRITNEE N. TIMBERLAKE**

**District 34 (Essex and Passaic)**

**SYNOPSIS**

Designates second Tuesday in April as “Equal Pay Day.”

**CURRENT VERSION OF TEXT**

As introduced.



(Sponsorship Updated As Of: 2/13/2020)

1   **A JOINT RESOLUTION** designating the second Tuesday in April of  
2       each year as “Equal Pay Day.”  
3  
4   **WHEREAS**, More than 50 years after the passage of the Equal Pay Act  
5       of 1963, women, especially minority women, continue to suffer the  
6       consequences of unequal pay; and  
7   **WHEREAS**, According to the U.S. Census Bureau, women working  
8       full-time, year-round in 2014 typically earned 79 percent of what  
9       men earned, indicating little change or progress in pay equity; and  
10   **WHEREAS**, According to a 2012 research report by the American  
11       Association of University Women, the gender pay gap is evident  
12       one year after college graduation, even after controlling for factors  
13       known to affect earnings, such as occupation, hours worked, and  
14       college major; and  
15   **WHEREAS**, The Lilly Ledbetter Fair Pay Act of 2009 was signed into  
16       law, making it easier for women to sue for pay discrimination; and  
17   **WHEREAS**, According to one estimate, college-educated women  
18       working full time earn more than a half million dollars less than  
19       their male peers do over the course of a lifetime; and  
20   **WHEREAS**, Nearly four in 10 mothers are primary breadwinners in  
21       their households, and nearly two-thirds are primary or significant  
22       earners, making pay equity critical to families’ economic security;  
23       and  
24   **WHEREAS**, A lifetime of lower pay means women have less income to  
25       save for retirement and less income counted in a Social Security or  
26       pension benefit formula; and  
27   **WHEREAS**, Fair pay equity policies can be implemented simply and  
28       without undue costs or hardship in both the public and private  
29       sectors; and  
30   **WHEREAS**, Fair pay strengthens the security of families today and  
31       eases future retirement costs while enhancing the American  
32       economy; and  
33   **WHEREAS**, The second Tuesday in April represents the number of  
34       extra days a typical woman working full-time would have to work  
35       into the current year just to make the same amount of wages as a  
36       typical man did in the previous year; and  
37   **WHEREAS**, Designating the second Tuesday in April of each year as  
38       “Equal Pay Day” will urge the citizens of New Jersey to recognize  
39       the full value of women’s skills and significant contributions to the  
40       labor force, and encourage businesses to conduct an internal pay  
41       evaluation to ensure that women are being paid fairly; now,  
42       therefore,  
43  
44       **BE IT RESOLVED** *by the Senate and General Assembly of the*  
45       *State of New Jersey:*  
46  
47       1. The second Tuesday in April of each year is designated as  
48       “Equal Pay Day” in order to urge the citizens of New Jersey to

1 recognize the full value of women’s skills and significant  
2 contributions to the labor force and encourage businesses to conduct  
3 an internal pay evaluation to ensure that women are being paid  
4 fairly.

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6 2. The Governor may annually issue a proclamation calling  
7 upon public officials, private organizations, and all citizens and  
8 residents of this State to observe “Equal Pay Day” with appropriate  
9 activities and programs.

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11 3. This joint resolution shall take effect immediately.

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#### STATEMENT

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16 This joint resolution designates the second Tuesday in April as  
17 “Equal Pay Day.” More than 50 years after the passage of the  
18 Equal Pay Act of 1963, women, especially minority women,  
19 continue to suffer the consequences of unequal pay. According to  
20 the U.S. Census Bureau, women working full-time, year-round in  
21 2014 typically earned 79 percent of what men earned, indicating  
22 little change or progress in pay equity.

23 Fair pay strengthens the security of families today and eases  
24 future retirement costs while enhancing the American economy.  
25 The second Tuesday in April represents the number of extra days a  
26 typical woman working full-time would have to work into the  
27 current year just to make the same amount of wages as a typical  
28 man did in the previous year. Designating the second Tuesday in  
29 April of each year as “Equal Pay Day” will urge the citizens of New  
30 Jersey to recognize the full value of women’s skills and significant  
31 contributions to the labor force and encourage businesses to conduct  
32 an internal pay evaluation to ensure that women are being paid  
33 fairly.